

Full time - Trauma Informed Care Coordinator since 6/17 for HHS in Sheboygan Co – as an agency we have always put a lot of emphasis on the wellbeing of our staff.

On March 18th became Safety Officer for our Emergency Operations Center, working closely with public health – privileged to have strong working relationship with our public health team who is responding to COVID-19. Safety Officer is responsible for helping to ensure the psychological and physical safety and wellbeing of our agency staff – essential workers.

First steps –

1. Met with our Health Officer and **inquired as to needs.**
2. Developed a **plan to help care for our staff, focusing on the most vulnerable** public health staff, since they were working 7 days a week, incredibly long hours.
3. Also **identified areas of needs** with our many other work areas – many shifts and changes in first several weeks with protocol, location, safety, etc.

What we are doing:

1. A.M. **mindfulness/breathing/mantras** practice with our public health staff (each morning at 8:15 in their "huddle") - Google Meet (will sometimes provide a bit of psycho-ed here too – encouraging breath breaks/dosing)
2. **Buddy support teams** (5) created for our public health – natural supports if possible
3. 10 (now all online) **debriefing** opportunities (30-60 minutes) for staff each week; separate one for mgt. Same agenda and also addresses what is going well. Happy to share agenda if needed.
4. Daily noon email: **"Today's TIC Tidbit"** - sometimes literally a tidbit, often a bit more with different resources which I try to mix up as I see need and address different topic areas such as anxiety in adults and children, working from home, transference, regulation/coping/tools, inspiration, silly memes, compassion/fatigue, secondary trauma, and lots more. Provided 7 days a week since some staff are working each day. (These are one of the things I share with the 4 prison systems each day).
5. **1-1 support as needed/resources** as needed done through email, phone/text and messenger (not formally but staff know I am open to this if needed and many take advantage)
6. **Rounds/check-ins** - walk around and check in on the staff, have lunch with them, etc. (this has changed a little now the more we learn about distance, but still possible and helpful in new ways)
7. **Encourage transparent and honest communication** with our staff on what is happening with our agency (various people do this) and the public health team, the community etc.
8. Strive to create atmosphere where the **cultural norms are on reducing stigma, welcoming vulnerability, promoting safety, and mental and physical wellness.**
9. **Go-Kits** and safety instructions - available for all staff for working in the field
10. Info on how to keep their **spaces clean and safe**
11. **Updates to mgt** on what I am seeing so that they can be on top of things